



## Ohio Administrative Code

### Rule 3358:5-1-26 Treatment of faculty, staff and students.

Effective: [March 27, 2015](#)

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#### (A) Faculty and staff treatment

(1) With respect to treatment of faculty and staff, the president will assure that conditions are humane, safe, fair and dignified and do not violate state or federal law, or board and college policies. The president shall foster an environment in which faculty and staff may express controversial or opposing ideas and opinions without fear of recrimination or retribution.

(2) Accordingly, the president shall not:

(a) Operate without personnel procedures which clarify personnel rules for faculty and staff, provide for effective handling of grievances, and protect against wrongful conditions.

(b) Fail to allow the college faculty and staff to communicate through his/her office with the board on relevant college issues and concerns, nor fail to facilitate and expedite such communications.

(c) Fail to give due and proper consideration to broad-based community concerns and issues related to the college.

(d) Fail to acquaint faculty and staff with their rights under this policy.

#### (B) Student treatment

(1) With respect to treatment of all students, president will assure that conditions are humane, safe, fair and dignified and do not violate state or federal law, or board and college policies. The president shall foster an environment in which students may express controversial or opposing ideas and opinions without fear of recrimination or retribution.

(2) Accordingly, the president shall not:



(a) Operate without student procedures which clarify students rights, responsibilities, and rules for students, provide for effective handling of grievances, and protect against wrongful conditions.

(b) Fail to allow the students to communicate through his/her office with the board on relevant college issues and concerns, nor fail to facilitate and expedite such communications.

(c) Fail to acquaint students with their rights under this policy.